Human Resources and Skills Development Canada
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Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

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The *Workplace Bulletin,* issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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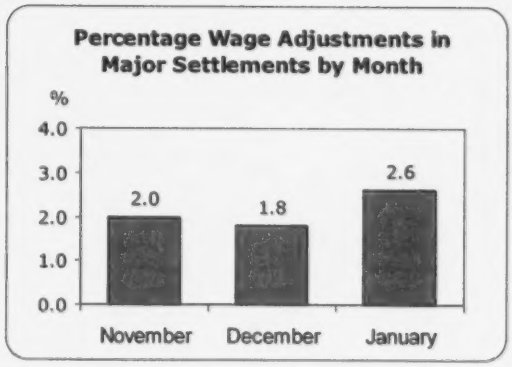
Wage Settlements
Covering 500 or More Employees

January 2010

Major collective bargaining settlements in January 2010 provided base-rate wage adjustments averaging 2.6% annually over the contract term. The results are based on a review of 13 settlements and cover 16,380 employees.



When the parties to these settlements previously negotiated, contract duration averaged 37.2 months and the resulting wage adjustments averaged 2.9%, compared to the 2.6% in their current round of settlements and average contract duration of 37.7 months.

In January 2010, wage increases were larger in the public sector than in the private sector. Wage adjustments in the public sector averaged 2.8% (10 agreements covering 12,750 employees) and in the private sector 2.1% (3 agreements covering 3,630 employees).

In the public sector, 6 of the 10 settlements were in Atlantic Canada and they accounted for 60.6% of the employee coverage in that sector; wage adjustments in Atlantic Canada averaged 2.3%. Four agreements with Nova Scotia Association of Health Organizations provided 3,530 health-sector employees with wage adjustments averaging 1.9%.

Canada

The New Brunswick Association of Nursing Homes Inc. provided 2,800 employees with a wage increase averaging 2.5%. Overall, wage adjustments in the public sector ranged from 1.8% for 600 employees with the Niagara Parks Commission to 4.5% for 3,150 teachers with the Winnipeg School Board.

In the private sector, Maple Leaf Fresh Foods in Manitoba provided 2,220 plant and maintenance employees (accounting for 61.2% of the private sector employee coverage) with a wage adjustment averaging 2.2%.

Wage adjustments in the federal jurisdiction averaged 3.3% (a single agreement, MVT Canadian Bus Inc. in British Columbia).

The January 2010 average annual wage adjustment of 2.6% was higher than the adjustment of 1.9% in the Consumer Price Index (CPI).

In the following tables, COLA is the abbreviation for Cost-of-Living Allowance.

Average Annual Percentage Wage Adjustments by Month

	2009		2010
	November	December	January
Sectors			
Public Sector	2.4	2.3	2.8
Private Sector	1.3	1.6	2.1
All Industries/Jurisdictions			
Average Annual Adjustment	2.0	1.8	2.6
Non-COLA	2.0	1.8	2.6
COLA	1.3	-	-
First-Year Adjustment	2.0	1.7	2.9
Non-COLA	2.1	1.7	2.9
COLA	1.1	-	-
Industries			
Utilities	2.4	-	-
Construction	2.5	-	-
Manufacturing	0.8	1.3	1.8
Wholesale and Retail Trade	1.4	1.8	-
Transportation	2.8	1.7	3.3

	2009		2010
	November	December	January
Information and Culture	2.0	2.0	-
Finance and Professional Services	-	1.5	-
Education, Health and Social Services	2.5	1.5	2.9
Public Administration	-	4.4	2.1
Jurisdictions			
Nova Scotia	2.5	2.2	2.1
New Brunswick	-	-	2.5
Quebec	0.9	1.9	2.0
Ontario	1.8	1.2	1.6
Manitoba	2.4	2.2	3.5
Alberta	-	1.5	-
British Columbia	3.0	0.0	-
Public Service Labour Relations Act	-	1.7	-
Canada Labour Code, Part I	2.8	1.9	3.3
Federal Jurisdiction	2.8	1.9	3.3

Average Annual Percentage Wage Adjustments by Quarter

	2009			
	1st	2nd	3rd	4th
Sectors				
Public Sector	2.4	2.8	2.2	2.3
Private Sector	2.8	1.9	1.6	1.6
All Industries/Jurisdictions				
Average Annual Adjustment	2.4	2.7	1.9	2.1
Non-COLA	2.4	2.7	2.0	2.1
COLA	3.0	2.8	0.8	1.8

	2009			
	1st	2nd	3rd	4th
First-Year Adjustment	2.9	2.6	1.8	2.1
Non-COLA	2.9	2.6	1.9	2.1
COLA	3.0	2.3	0.0	1.7
Industries				
Primary Industries	2.5	-	-	-
Utilities	4.1	3.0	3.0	2.4
Construction	-	3.7	4.2	2.5
Manufacturing	2.9	1.8	1.2	1.2
Wholesale and Retail Trade	1.9	2.0	1.9	1.6
Transportation	1.9	1.7	0.3	2.1
Information and Culture	1.9	2.2	3.1	1.9
Finance and Professional Services	1.6	2.8	2.9	2.2
Education, Health and Social Services	3.6	2.9	2.7	2.4
Entertainment and Hospitality	2.5	1.5	1.9	-
Public Administration	1.9	2.4	2.0	2.3
Jurisdictions				
Newfoundland and Labrador	5.0	5.0	-	-
Prince Edward Island	3.6	-	-	-
Nova Scotia	3.0	-	3.4	2.3
New Brunswick	-	-	6.0	-
Quebec	1.7	2.8	-	2.1
Ontario	2.5	2.5	2.2	1.9
Manitoba	2.8	3.2	-	2.4
Saskatchewan	5.3	-	4.8	-
Alberta	4.5	4.5	4.5	4.2
British Columbia	-	2.8	2.9	2.5
Territories	-	2.4	-	-

	2009			
	1st	2nd	3rd	4th
Multiprovince	-	-	3.0	-
Public Service Labour Relations Act	1.7	1.7	1.7	1.7
Canada Labour Code, Part I	1.9	1.3	0.3	2.0
Federal Jurisdiction	1.8	1.6	0.8	1.8

Average Annual Percentage Wage Adjustments by Year

	2007	2008	2009	2010
Sectors				
Public Sector	3.4	3.5	2.5	2.8
Private Sector	3.2	2.5	1.8	2.1
All Industries/Jurisdictions				
Average Annual Adjustment	3.3	3.2	2.4	2.6
Non-COLA	3.3	3.4	2.4	2.6
COLA	3.4	1.7	2.3	-
First-Year Adjustment	3.9	3.6	2.5	2.9
Non-COLA	3.9	3.8	2.6	2.9
COLA	3.5	1.9	1.9	-
Industries				
Primary Industries	4.6	4.3	2.5	-
Utilities	3.9	2.3	3.0	-
Construction	3.4	5.4	3.7	-
Manufacturing	2.5	1.1	1.6	1.8
Wholesale and Retail Trade	2.4	2.8	1.7	-
Transportation	2.7	3.1	1.1	3.3
Information and Culture	3.0	2.0	2.1	-
Finance and Professional Services	3.6	2.8	2.6	-

	2007	2008	2009	2010
Education, Health and Social Services	3.5	3.8	3.0	2.9
Entertainment and Hospitality	3.3	1.9	2.0	-
Public Administration	3.4	2.8	2.1	2.1
Jurisdictions				
Newfoundland and Labrador	1.6	5.0	5.0	-
Prince Edward Island	2.8	3.0	3.6	-
Nova Scotia	3.0	4.0	2.9	2.1
New Brunswick	2.5	3.7	6.0	2.5
Quebec	3.2	2.4	2.2	2.0
Ontario	3.1	2.6	2.4	1.6
Manitoba	3.0	3.4	2.8	3.5
Saskatchewan	4.1	5.1	5.0	-
Alberta	4.9	4.8	4.5	-
British Columbia	3.0	2.7	2.8	-
Territories	3.0	4.4	2.4	-
Multiprovince	3.0	-	3.0	-
Public Service Labour Relations Act	2.8	2.9	1.7	-
Canada Labour Code, Part I	2.7	2.9	1.2	3.3
Federal Jurisdiction	2.8	2.9	1.6	3.3

***Note**: Data for 2010 cover the month of January.*

Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 1990

Year	Public	Private	Both Sectors
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3

Year	Public	Private	Both Sectors
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.4
1998	1.6	1.8	1.7
1999	1.9	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.5	2.3
2006	2.6	2.3	2.5
2007	3.4	3.2	3.3
2008	3.5	2.5	3.2
2009	2.5	1.8	2.4
2010	2.8	2.1	2.6

***Note**: Data for 2010 cover the month of January.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

OTHER DETAILED TABLES

Other detailed tables (PDF format, 259KB) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private—jurisdictions, and industries.

Major Settlements Reached in January 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Manufacturing				
Invista Canada Company Kingston, Ontario Kingston Independent Nylon Workers Union (Independent-local) production and maintenance employees	900	1.0	36.0	Jan 27, 2013
Maple Leaf Foods Inc. Brandon, Manitoba United Food and Commercial Workers Canada (CtW/CLC) plant and maintenance employees	2,220	2.2	60.0	Dec 31, 2014
2 agreements	**3,120**	**1.8**	**53.1**	
Transportation				
MVT Canadian Bus Inc. Vancouver, British Columbia Amalgamated Transit Union (AFL-CIO/CLC) bus drivers, mechanics, terminal employees; office employees	510	3.4	48.0	Dec 31, 2013
1 agreement	**510**	**3.4**	**48.0**	
Education, Health and Social Services				
Cape Breton-Victoria Regional School Board Cape Breton Island, Nova Scotia Canadian Union of Public Employees (CLC) support employees	1,400	2.7	48.1	Apr 02, 2011
New Brunswick Association of Nursing Homes Inc. province-wide, New Brunswick Canadian Union of Public Employees (CLC) health service employees; office employees	2,800	2.5	48.0	Oct 15, 2012
Nova Scotia Association of Health Organizations province-wide, excluding Halifax, Nova Scotia Canadian Union of Public Employees (CLC) health and social care professional employees; office employees; health service employees	1,500	1.9	31.0	Oct 31, 2011

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Nova Scotia Association of Health Organizations province-wide, excluding Halifax, Nova Scotia Canadian Union of Public Employees (CLC) office employees	650	1.9	31.0	Oct 31, 2011
Nova Scotia Association of Health Organizations province-wide, excluding Halifax, Nova Scotia Canadian Union of Public Employees (CLC) service employees	670	1.9	31.0	Oct 31, 2011
Nova Scotia Association of Health Organizations province-wide, excluding Halifax, Nova Scotia National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) service employees	710	1.9	31.0	Oct 31, 2011
Winnipeg School Division Winnipeg, Manitoba Manitoba Teachers' Society (Independent-natl.) elementary and secondary teachers; librarians	3,150	4.5	12.0	Jun 30, 2010
7 agreements	**10,880**	**2.9**	**32.1**	
Public Administration				
City of Gatineau Gatineau, Quebec Fédération des employées et employés de services publics inc. (CSN) outside employees	760	2.0	60.0	Dec 31, 2012
Corporation of the City of Brampton Brampton, Ontario Canadian Union of Public Employees (CLC) inside and outside employees	510	2.5	24.0	Mar 31, 2011

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Niagara Parks Commission Niagara Falls, Ontario Ontario Public Service Employees Union (CLC) office employees; service and maintenance employees	600	1.8	36.0	Oct 31, 2012
3 agreements	**1,870**	**2.1**	**42.5**	
Agreements with COLA - 0 agreement	**0**	**0.0**	**0.0**	
Agreements without COLA - 13 agreements	**16,380**	**2.6**	**37.7**	
All Agreements - 13 agreements	**16,380**	**2.6**	**37.7**	

Current and Upcoming Key Negotiations

Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations				
Federal Jurisdiction, Public Sector				
Canada Post Corporation	CPAA	6,460	ARB	Dec 09
Canada Post Corporation	CUPW	6,000	ARB	Sep 09
Government of Canada	Various unions	3,870	B	Nov 09
Saskatchewan Telecommunications	CEP	3,460	B	Mar 10
Federal Jurisdiction, Private Sector				
British Columbia Maritime Employers Association	ILWU	4,500	B	Mar 10
VIA Rail Canada Inc.	CAW Canada	2,910	B	Dec 09
Canadian National Railway Company	Teamsters Canada	2,000	ARB	Dec 07/Dec 08

Employer	Union	Employees	Status*	Expiry Month
NAV CANADA	IBEW/PIPSC/ CAW Canada	1,980	B	Aug 09/Apr 10
Canadian Pacific Railway	IBEW/ Teamsters Canada	1,500	B	Dec 09
Air Canada Jazz - Jazz Air Inc.	ALPA	1,150	B	Jun 09
TELUS Communications (Quebec) Inc.	CUPE	1,010	CO	Dec 09
Groupe TVA Inc.	CUPE	1,000	B	Dec 09
Maritime Employers Association (Que.)	CUPE	950	CO	Dec 08
Jazz Air Limited Partnership	CFAU	780	B	Jun 09
Provincial and Territorial Jurisdictions, Public Sector				
Comité patronal de négociation du secteur de la santé et des services sociaux	Various unions	174,820	B	Mar 10
Management Negotiating Committee for School Boards	Various unions	108,270	B	Mar 10
Gouvernement du Québec	Various unions	68,990	B	Mar 10
Health Employers Association of British Columbia	Various unions	60,000	B/TENT	Mar 10
Government of British Columbia	BCGEU	29,000	B	Mar 10
Comité patronal de négociation des collèges	Various unions	28,850	B	Mar 10
Saskatchewan Association of Health Organizations	CUPE/HSAS/ SEIU/SGEU	27,500	CO	Mar 08/Mar 09
Alberta Health Services	UNA	23,500	B	Mar 10
Community Social Services Employers' Association	BCGEU	15,000	B	Mar 10

Employer	Union	Employees	Status*	Expiry Month
Ontario Hospital Association	SEIU	15,000	MED	Oct 09
City of Montréal	Various unions	14,030	ARB/B/ WS/TENT	Dec 06/Aug 08
Government of Saskatchewan	CUPE/SGEU	13,690	TENT	Sep 09
Government of Manitoba	MGEU	13,500	B	Mar 10
Government of New Brunswick	NBUPPE/CUPE	12,160	B	Dec 08–Mar 10
Regional Health Authorities of Manitoba	MNU	11,000	B	Sep 09
Capital District Health Authority	NSGEU	8,350	B	Oct 09
Government of Nova Scotia	NSGEU/CUPE	7,690	B	Oct 09/Mar 10
Government of Yukon	PSAC/YTA	3,950	ARB/B	Jun 09/Dec 09
Nova Scotia Association of Health Organizations	NSNU	3,580	B	Oct 09
Emergency Health Services Commission (B.C.)	CUPE	3,500	B	Mar 10
City of Toronto	IAFF	3,000	B	Dec 09
University of Regina and University of Saskatchewan	CUPE	2,400	B	Dec 09
SaskPower	CEP/IBEW	2,080	B	Dec 09
Government of Prince Edward Island	UPSE	1,950	B	Mar 10
Prince Edward Island Department of Health	IUOE/UPSE	1,610	CO/ARB	Mar 09
City of Saskatoon	CUPE	1,490	B	Dec 09
Hydro-Québec	Engineers	1,490	B	Dec 08
City of Edmonton	Police	1,450	ARB	Dec 08

Employer	Union	Employees	Status*	Expiry Month
Le Réseau de transport de la Capitale	CSN	920	B	Jun 09
City of Québec	FPPVQ	800	ARB	Dec 06
Halifax Regional School Board	CUPE	770	B	Jul 09
Government of Nunavut	NTA	640	B	Jun 09
Provincial and Territorial Jurisdictions, Private Sector				
Association de la construction du Québec, Association provinciale des constructeurs d'habitations du Québec et Association provinciale des constructeurs de routes et grands travaux du Québec	Conseil provincial du Québec des métiers de la construction	173,360	B	Apr 10
Construction Sector (Ont.)	Various unions	110,740	B	Apr 10
Canada Safeway Limited (Alberta)	UFCW Canada	10,725	B	Mar 10
Interior Forest Labour Relations Association, Council on Northern Interior Forest Employment Relations	USW	4,000	B/TENT	Jun 09
Vale Inco (Ont.)	USW	3,450	WS	May 09
Calgary Co-operative Association Limited	UCCE	3,400	B	Oct 09
Dominion Stores (N.L.)	CAW Canada	1,700	CO	Dec 09

* ARB - Arbitration
B - Bargaining
BaWS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
MaWS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Notes:
The short dash (–) in the **Expiry Month** column indicates that collective agreements within a same union or in various unions are expiring, for example, from September 2007 to January 2008 inclusively, and their expiry dates are presented by this short form: **Sept 07–Jan 08.**

The oblique sign (/) means that collective agreements within a same union or in various unions are expiring, for example, either on July 2007 or April 2008, and their expiry dates are presented by this short form: **Jul 07/Apr 08.**

Employer	Union	Employees	Expiry Month
Upcoming Key Negotiations			
Federal Jurisdiction, Public Sector			
Government of Canada	CSN	5,950	May 10
Federal Jurisdiction, Private Sector			
Nothing to report.			
Provincial and Territorial Jurisdictions, Public Sector			
Universities (Ont.)	Various unions	6,870	May/Jun 10
British Columbia Hydro and Power Authority	Various unions	3,140	Mar 10
City of Regina	CUPE	1,200	Dec 09
Provincial and Territorial Jurisdictions, Private Sector			
Suncor Energy Inc.	CEP	3,200	Apr 10
Extendicare (Canada) Inc., Nursing Homes	SEIU	2,870	Apr 10
XL Foods Lakeside Packers	UFCW Canada	2,100	Dec 09
Leisureworld Inc.	SEIU	2,070	Apr 10
Central Care Corporation	Various unions	1,660	Mar/Apr 10
Maple Leaf Consumer Foods, division of Maple Leaf Foods Inc.	UFCW Canada	1,200	Mar 10

Major Work Stoppages

Involving 500 or more employees, from **February 19 to March 4, 2010.**

An updated Weekly Report and a Year-to-Date Report are available on the Web site.

Employer, Location, Union, and Employees	Issues	Starting	Ending
University of Montréal Montréal, Quebec Fédération nationale des enseignantes et des enseignants du Québec 2,443 lecturers	Wages, class size, access to retirement allowance	Feb 24/2010 Feb 15/2010 Rotating strike	
City of Montréal Montréal, Quebec Canadian Union of Public Employees 5,000 outside employees	Contracting out, work contract and wages	Jan 25/2010 Rotating strike	
US Steel Canada Inc. Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 870 production employees	Not available	Aug 3/2009 Lockout	
Vale Inco Sudbury, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 3,450 smelting and refinery employees and mine employees	Not available	Jul 13/2009	

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Readers' Corner

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

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